



Covenant University
Raising a new Generation of Leaders

PRESCRIPTIONS ON ETHICAL CONDUCTS & PROFESSIONAL EXCELLENCE

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**FOR THE 2016/2017 EXECUTIVE ADVANCE FOR
FACULTY AND SENIOR NON-TEACHING STAFF**

INTRODUCTION

- My engagement with Mrs Aishah Ahmad
 - The best way to truly learn is to **MAKE MISTAKES** (when the risks are lower)
 - The mistakes of this phase of life are costlier than previous phases of life.
 - The outcomes of your engagements have a far reaching effect on you and all that is connected to you.

INTRODUCTION

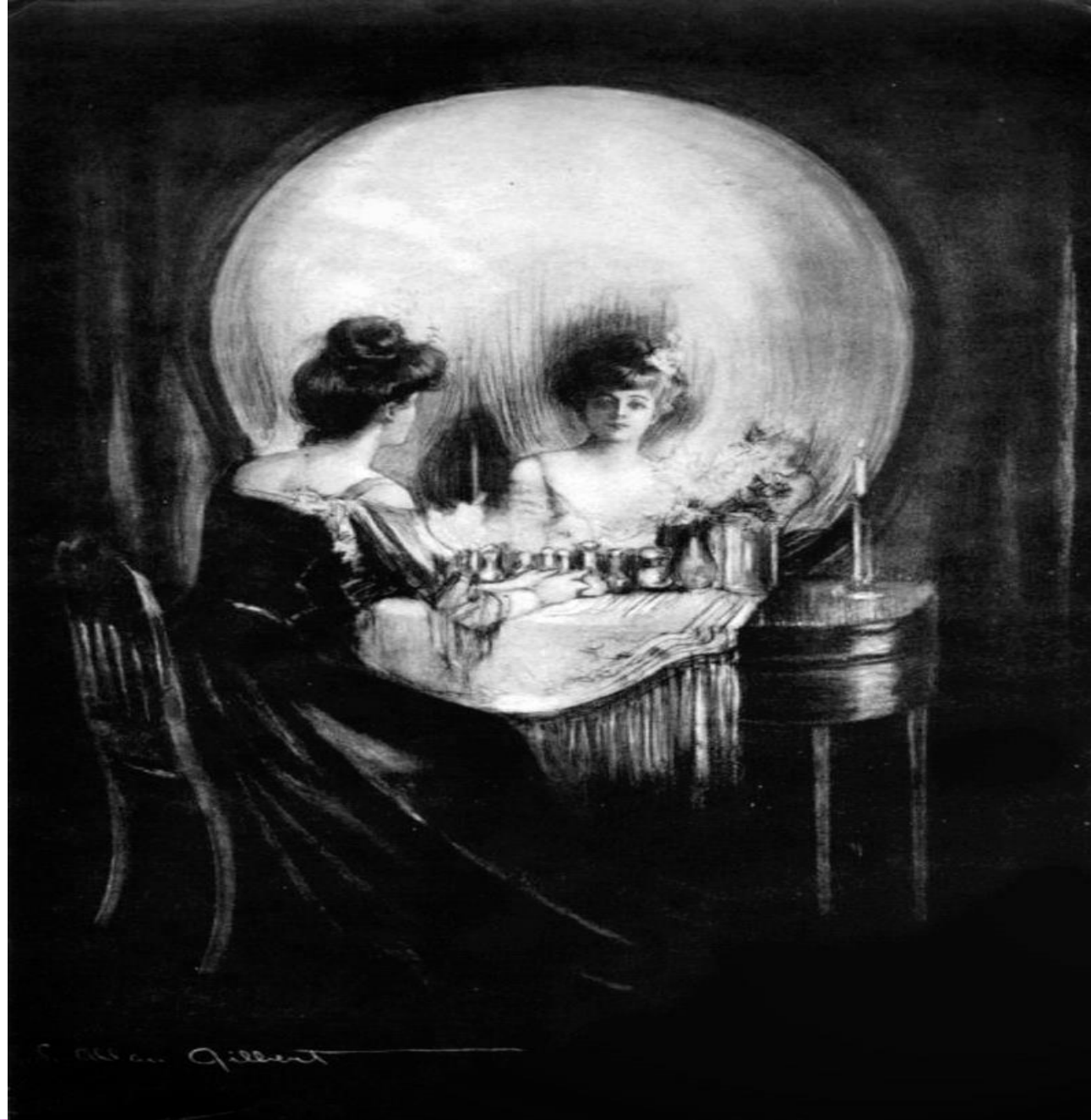
- Paul, Patrick and the \$648k Ferrari
 - **FOCUS ON YOUR RESULTS** rather than on the perceived shortcomings of other people.
 - Be a law to yourself and be accountable to those who desire greatness for you
 - Rules are tools that separate the wise from fools



INTRODUCTION

- The Parable of the 3 Stonecutters
 - First response: Working on the hardest job
 - Second Response: Making a living
 - Third Response: I am building a cathedral
- Your experience is dependent on your **PERCEPTION** of the events





GENERAL OVERVIEW

- Deep and lasting **VALUES** underpin HEI (Higher Education Institutions)
- Our services are public & private goods that require that **ETHICAL AWARENESS** and **PRACTICE** inform our actions.
- We will face **ETHICAL DILEMMAS** in the course of our work but we need to know how to handle them.

GENERAL OVERVIEW

- The ethical issues that confront us daily can be tackled easily when we have **COHERENT & CONSISTENT POLICIES & PROCEDURES.**
- We should be able to articulate succinctly:
 - What we stand for
 - What stakeholders can expect from us
 - What we expect from stakeholders



FUNDAMENTAL ISSUES

- In the preceding slides, I have identified a number of salient issues:
 - The need for values
 - The need for ethical awareness
 - The certainty of ethical dilemmas
 - The need for coherent & consistent code of conduct
 - The need to be clear about our desires

WHY BOTHER ABOUT ETHICS?

- Good governance. The searchlight is on everybody
- Upholding our vision, mission and values.
- Guidance for workplace interactions & engagement
- Guidance for students rights & responsibilities
- Highlighting Risk and Reputation

WHY BOTHER ABOUT ETHICS?

- Interpretation of policies
- Management of pressure
- Recruitment of Staff & Students
- Encouraging funding, sponsorship and business involvement

REVIEWING POSSIBLE ETHICAL DILEMMAS

- **PARTNERSHIPS.**

- How are we expected to make decisions on whether or not to go into partnerships?

- **FRICTION IN THE COMMUNITY.**

- What responsibility do we have to our host community?
In a conflict of interests, how do we stand?

REVIEWING POSSIBLE ETHICAL DILEMMAS

- CARING FOR STUDENTS.

- How should we respond diverse needs? What approach works best in driving compliance?

- DIFFICULT DECISIONS.

- Do we stand in indifference? Case Scenario: Lionel Messi, Barca & Tax Issues

TACKLING ETHICAL DILEMMA

- **STRONG LEADERSHIP**

- **Can we see our decisions through?**

- **Are we afraid of the law?**



TACKLING ETHICAL DILEMMA

- ENTRENCH VALUES NOT RULES

- All things are lawful but not all things are expedient



TACKLING ETHICAL DILEMMA

- SUFFICIENT AWARENESS AND UNDERSTANDING OF EXPECTATIONS

**- My research findings on engagement of policies for
work-life balance**

CONCLUDING REMARKS

- **Rules are tools that separate the wise from fools**
 - Be a law to yourself
 - Be accountable to others
- **Work out your salvation with trepidation**
 - Ideas rule the world but executors of ideas are the rulers of the world.
- **Protect yourself from fruitless engagements**
 - Efforts are meaningless when goals are not achieved
 - Of what essence is speed if you are facing the wrong direction.

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CONCLUDING REMARKS

- **Commit to results and not activities**
 - You have a **B.A.S.K.E.T.** of competence
 - There's no reputation in your intentions but in your execution
- **Lets live for impact**
 - We should seek rather to be **V.A.P** (Value Adding Personalities) than just **V.I.P's** (Very Important Personalities)
 - I see something in you!



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THANK YOU FOR LISTENING